

MCQUAIG PROFILE TYPES



Definitions and Descriptions

GENERALIST

A PERSON COMPETENT IN SEVERAL
DIFFERENT FIELDS OR ACTIVITIES



- Extremely competitive, ambitious and goal-oriented
- Can be forceful in resolving uncertainties
- Welcomes responsibility and authority
- Very independent, persistent and decisive; takes charge, shows initiative
- Is self-reliant, resolute and determined
- Very energetic and hard-driving
- Has a strong sense of urgency and is quick to respond to emergency situations
- Very friendly, outgoing and optimistic
- Likes variety and works well under pressure
- Good motivator and delegator
- Sociable and outgoing; persuasive and a good communicator
- Works especially well in situations involving interactions with others
- Understands people and enjoys selling ideas to them
- Extremely ambitious; needs constant challenge and unlimited opportunities for advancement
- Dislikes routine and detail although may be good at it
- Dislikes close supervision
- Oriented to working more with people than ideas and methods
- This profile is typical of many top salespeople, managers and supervisors, as well as people who are in production or new business development

MCQUAIG PROFILE TYPES



Definitions and Descriptions

PIONEER

A PERSON WHO DEVELOPS OR IS THE FIRST TO USE OR APPLY A NEW METHOD, AREA OF KNOWLEDGE OR ACTIVITY



- Extremely competitive, ambitious and goal-oriented
- Can be forceful in resolving uncertainties
- Independent, persistent and decisive; wants to take charge and show initiative
- Is capable of thinking autonomously, acting independently, and taking initiative
- Welcomes responsibility and authority
- Restless, driving and energetic; works well under pressure and enjoys working to tight deadlines
- Has the drive to get things done
- Tends to be logical, analytical, practical and realistic
- Likely to think through a problem, weigh the pros and cons, in order to reduce errors
- Bases decisions on facts rather than feelings
- Needs constant challenge and opportunity on the job
- Dislikes routine although may be good at it
- Resents close supervision
- This profile is typical of many managers and supervisors, as well as people who are in production or new business development roles

MCQUAIG PROFILE TYPES



Definitions and Descriptions

ADMINISTRATOR

A PERSON RESPONSIBLE FOR
RUNNING A BUSINESS, SCHOOL,
ORGANIZATION ETC.,



- Very independent, persistent and decisive
- Is self-reliant, resolute and determined
- Competitive and goal oriented
- Welcomes responsibility and authority
- Very ambitious and achievement-oriented; thoroughly enjoys competing with others and being able to tackle tough assignments
- Reliable and patient
- Establishes routines to complete tasks, works well with systems and methods; able to keep calm, cool and collected most of the time
- Tends to be logical, analytical and practical, making decisions on facts rather than emotions
- Likely to think through a problem, weigh the pros and cons, in order to reduce errors
- Independent, strong minded and persistent
- Wants to take charge and show initiative
- Relaxed, patient, steady, consistent and reliable
- Can adjust to routine work
- Desires challenge and opportunity for advancement
- More oriented towards ideas and methods than people
- Dislikes close supervision, pressure and deadlines
- Although lacking a strong sense of urgency or a specifically people-oriented approach, this profile is representative of many managers and supervisors, as well as people who are in production or new business development roles

MCQUAIG PROFILE TYPES



Definitions and Descriptions

PERSUADER

A PERSON WHO MAY INFLUENCE
OTHERS TO DO SOMETHING BY
ASKING, ARGUING OR GIVING REASON



- Very friendly, outgoing and optimistic.
- Works especially well in situations involving interactions with others
- Independent and decisive
- Is capable of thinking autonomously, using initiative and acting independently
- Restless, driving and energetic; works well under pressure and enjoys working to tight deadlines
- Ambitious and goal-oriented
- Enjoys competing with others, overcoming objections and taking on difficult assignments
- Believes in people and is able to empower them with authority
- Is empathetic, supportive, and encouraging; an effective motivator
- Enjoys persuading others to their point of view
- Believes own ideas are right and will usually show a determination to get their own way
- Will keep at it until they get results
- Is capable of making decisions, standing up against some resistance from others, and sticking to something they believe in
- Can adjust to change and is quick to respond to new situations
- Has a sense of urgency and prefers variety
- Wants to win and will be willing to take chances, make decisions and assume responsibility for getting things done
- This profile is typical of many supervisors and new business developers where keys to success are effective public relations and interpersonal skills.

MCQUAIG PROFILE TYPES



Definitions and Descriptions

SPECIALIST

A PERSON WHO HAS SPECIAL KNOWLEDGE ABOUT A SKILL RELATED TO A PARTICULAR JOB, AREA OF STUDY, ETC.



- Very cautious, deliberate and precise
- Very conscientious and cooperative; follows rules, procedures and policies carefully
- Goes out of the way to get along with others
- Very thorough with details
- Peaceful, a good team player; avoids trouble
- Organizes and plans for as many contingencies as possible
- Logical, analytical, work oriented and realistic
- Likely to think through a problem, weigh the pros and cons and make decisions on facts, rather than on emotions
- Very relaxed, patient, steady
- Reliable, enjoys routine
- Not competitive or independent, will not want responsibility for unusual or difficult decisions outside of their own area of expertise
- Not interested in supervising people
- Develops routines to complete tasks
- Easygoing, dislikes pressure and deadlines
- More oriented towards ideas and methods than people
- This profile would be best as an expert in a support role where steadiness, logical thinking and attention to detail are required.

MCQUAIG PROFILE TYPES



Definitions and Descriptions

COOPERATOR

A PERSON WHO IS HELPFUL BY DOING
WHAT SOMEONE ASKS OR TELLS THEM
TO DO



- Very cautious, deliberate, thoughtful and considerate
- Goes out of way to get along with others
- Works well under supervision and as part of team
- Reliable, peaceful and patient
- Establishes routines to complete tasks, works well with systems and methods; able to keep calm, cool and collected most of the time
- Thorough and conscientious, likes to be prepared for contingencies
- Sociable and outgoing, understands people; sees other points of view and gets along well with others
- Conscientious and cooperative, follows company rules and directions well
- Somewhat relaxed, patient and easygoing
- Good with routine and detail
- Will not want responsibility for supervising others or for unusual or difficult decisions outside of their own area of expertise
- More oriented toward working with people than with ideas and methods
- A good service, contact, public relations person; best in a support role, working cooperatively with people.

MCQUAIG PROFILE TYPES



Definitions and Descriptions

ENTHUSIAST

A PERSON WHO IS ARDENTLY ATTACHED TO A CAUSE, OBJECT OR PURSUIT; A PERSON WHO ENJOYS SOMETHING VERY MUCH



- Very cautious, deliberate, thoughtful and considerate; goes out of their way to get along with others
- Very sociable, friendly, outgoing and optimistic
- Good communicator who likes helping people
- Works especially well in situations involving interactions with others
- Somewhat thoughtful, considerate and diplomatic
- Works well under supervision and as part of team
- Very precise, conscientious, cooperative; follows company rules and directions
- Organizes and plans for as many contingencies as possible
- Restless, driving and energetic
- Works well under pressure and enjoys working to tight deadlines
- Adjusts to change easily
- Self-motivated to push for results
- Needs variety and dislikes routine
- Does not want responsibility for managing others or for unusual or difficult decisions outside of their own area of expertise
- A good service, contact, public relations person; would be best in a support role, working enthusiastically with people.